

MAY 2010

# 5131 Local Beat

NEWSLETTER OF THE HEALTH PROFESSIONALS AND ALLIED EMPLOYEES

*THE PROFESSIONAL NURSES UNION AT SOUTH JERSEY HOSPITAL*

---



## Message from the President

Negotiations began April 13<sup>th</sup>. First off, thank you to the nurses who came out to support the negotiating team. Administration needs to be reminded at every session that although seven of us make up the negotiating team, we are speaking for and representing the 800 RNs in our Union at SJH.

Each side gave an opening statement and we found that we can agree on at least one issue. Contrary to the dire predictions of administration when we were organizing, SJH has not only survived, but has prospered as a Union facility, achieving numerous awards, expanding and doing very well financially. We spent the morning presenting our proposals and administration took the afternoon to review them and ask questions.

The most surprising question/statement came in response to our request for the hospital's staffing guidelines. The hospital attorney, who is their chief negotiator, asked if we anticipated that staffing would be an issue in these negotiations. When we said "yes", he came up with the quote of the day when he said, "*Are **you** hearing from the nurses that staffing is a problem, **because we aren't.***" Unbelievable!!!

Janet Davies, Ann McCartney and Michele Zucconi (who are sitting across the table from us at negotiations) also sit across from us every other month at the Staffing Committee meetings where we present the Unsafe Staffing forms filled out by the nurses. Although they steadfastly refuse to accept them, saying the forms are our documents, not theirs, we still go through every single form submitted by the nurses and persistently present all the staffing concerns you bring to us. If they aren't hearing us, we need to talk a little louder!!! Consistently fill out the forms and give them to us, call your manager or supervisor (or both) every time staffing is a problem, and come to negotiations when we talk about this.

We scheduled fifteen more negotiation dates before we left that day. Your team has worked for months, with the help of our roundtables, to come up with the proposals we presented. We are going to be working hard over the next five and half weeks to achieve the contract you have asked for, and get it done by May 31<sup>st</sup>, when our current contract expires.

Now I am asking you, what are you willing to do to make sure you get a good contract? When I say you, **I mean You**, the person reading this letter. If you haven't participated in the roundtables, if you haven't come to at least one negotiating session, if you haven't worn a sticker at work, if you haven't encouraged your coworkers to wear them, if you haven't signed the petition in support of your negotiating team or helped to get other signatures, then you will have to take responsibility for not doing your part to get the best contract possible. This is YOUR CONTRACT and success depends on YOU.

Our next General Membership meeting will be May 19<sup>th</sup>. See you there.

Michelle Silvio RN  
Emergency Dept.  
President HPAE Local 5131

# AFT PROFESSIONAL ISSUES CONFERENCE

The AFT Professional Issues Conference was held in Washington, D.C. April 15 to 18.

Over 30 HPAE members attended this year. Opening day speeches were given by Ann Twomey, HPAE president and Randi Weingarten, AFT president, as well as the Hon. Kathleen Sebelius, Secretary, U.S. Dept. of Health and Human Services.

There were many informative workshops given on topics such as Managing Personal Wellness, Healthcare Information Technology, Meds to avoid in older adults, Emergency Preparedness Training and Planning for your future. All workshops offered CE's to participants.

It was a great convention full of interesting people and topics. The weather was beautiful and there was some time set aside for sight seeing. This conference is held every year. Keep it in mind for the future because we would definitely recommend it!

## FUTURE NEGOTIATIONS

All begin at 10 am and will be held at the Wingate unless noted

Wednesday, May 5 at the Ramada Inn

Monday, May 10

Wednesday, May 12

Friday, May 14 at the Ramada Inn

Monday, May 17

Tuesday, May 18

Wednesday, May 19 – **GENERAL MEMBERSHIP MEETING**, 8 am, 4 pm & 7:30 pm

Thursday, May 20

Friday, May 21

Monday, May 24

Tuesday, May 25

Wednesday, May 26 – **MOBILIZATION TEAM MEETING**, 5:30 & 7:30 pm

Friday, May 28

Monday, May 31

## WELCOME NEW MEMBERS

The following nurses joined our system recently or are newcomers to our bargaining unit. Please join me in welcoming them.

### RMC

Mary Galetto

Joe Bone – ED

Aron Love – ED

Angela Indiveri – ED

Richare Geis – ED

Joan Pollack – MCH

Desiray Wright – MCH

### Elmer

April Cooksey – PICU

Lauren Szmerda - PICU

Maria Soone – Maternity

### Bridgeton

Lynn Ives – MHU

Kellie Cervine, NP – Occ. Health

Iris Perez, NP – Women's Center

## HPAE Local 5131 Executive Board

President	Michelle Silvio	RMC	856-691-8169	msilvio5131@verizon.net
Grievance Chair	Karen Bailey	RMC	856-785-1871	karena185@aol.com
Vice President	Beth Mangano	Bridgeton/CS	856-381-7414	sjskingaerorn@msn.com
Vice President	Debbie Pacitti	Elmer	856-906-0189	debpacitti@aol.com
Vice president	Robin Hosick - Corey	RMC	856-905-1148	robinhosickcorey@yahoo.com
Unit Rep Coordinator	Joanne Savidge	Elmer	856-213-5339	savidgej@comcast.net
Secretary Treasurer	Kelly Hobbs	RMC	856-455-6304	kel102289@aol.com



## Community Service

Finally, the weather permitted the first Community Service Staffing Management meeting. The Union has a strong experienced group of nurses participating in the meetings—Stephanie Shields, Sandy Whitesall and Andrea Land. If any issues occur in your work place contact one of the nurses, so your concerns can be discussed in the next bi-monthly meeting.

**Adult Day Care:** The building remains on the market and has not been purchased to date. As per contract, the Union must be notified within 90 days of the sales agreement (refer to article 5).

**In Patient Hospice:** A new slider board has been ordered and will be coming your way to assist with multiple patient transfers.

**Community Services:** Several issues were discussed, most importantly COMMUNICATION. This is an ongoing process to improve communication between the office and the nurse in the field. (Getting new referrals to the nurses). The Community Service nurses are looking forward to the upcoming changes with the hiring of the new Home Care supervisor.

---

## From the Reps Corner

The updated list of Union Representatives has been posted on the bulletin boards at all the facilities. Please note if information is correct. Also if you are no longer able to continue as rep please let me know. We are always looking for additional reps on any unit, so please feel free to contact me if you are interested.

Negotiations are moving along. Reps please continue to inform the members you come in contact with of the progress of the negotiations.

I will be conducting rep training after the negotiations are completed.

**Also, if anyone is interested, there will be a Grievance Workshop, Strategies for Winning Grievances on:**

**Wednesday May 26 from 1p-4p with lunch served at noon.**

**Location: Holiday Inn Conference Center, 399 Monmouth St., East Windsor, NJ 08520.**

I have attended this workshop and it is a very good tool for preparing for disciplines and grievances. Many other locals are represented and we are able to share different strategies.

Please contact Jeff Hayden at 856-663-0300 or jhayden@hpae.org if you are interested by May 10th.

Thanks again for all you do.

Feel free to call me with any questions.

Joanne Savidge  
Unit Rep Coordinator

### **SAVE THE DATE**

**HPAE CONVENTION**  
September 30 & October 1, 2010  
Havana Tower (Tropicana)  
Atlantic City, NJ

## **How about a FREE trip to Seattle?**

The AFT convention will be held in Seattle, Washington from July 7<sup>th</sup> – July 11<sup>th</sup>. Our local is able to send at least two members to the convention. Airfare and hotel are paid by HPAAE. Our local also gives a stipend for meals to anyone attending.

You will be receiving a nomination ballot in the mail. If you are interested, nominate yourself as a delegate and send it back ASAP. You will meet healthcare workers from all over the country and broaden your perspective as a healthcare worker and a Union member.

## **Staffing Committee**

At our last Staffing Committee meeting, a night shift nurse from the Emergency Dept. came to give a first hand account of the impact of short staffing. I invited her because she had asked me “Does administration know how often we work short. And if they do know, don’t they care?” It is one thing to put the numbers out to administration, but she painted a picture of how those holes in the schedule affect the staff and the patients. She said what we all say, it is not about busy, we like busy. It is about what is necessary to make sure we do the BEST for our patients. We need adequate staff.

On the same day, April 8<sup>th</sup>, Union nurses met with Nursing Administration and the Director and managers of the Emergency dept. to discuss the Mandatory On-Call requirement that was implemented in January. The nurses talked about the need to be fully staffed during day and night shifts, which would probably alleviate the need for on call in the ED. They also pointed out policies already in place but not utilized that could be used to mobilize staff in extreme situations. And they talked about the negative impact this has had on the morale of staff.

To their credit, management listened to the nurses concerns, accepted the petitions signed by 174 SJH nurses, and said they would be re-evaluating this requirement in May.

They asked for the nurses suggestions on the best way to mobilize staff quickly during surge times. Ongoing communication between the nurses and administration is the best way for us to work together for the benefit of our hospital, our patients and ourselves.

We’ll keep you updated.

## Unit Reps

Unit	Name	Number	Email
RMC Peds	Anita Arsenault	609-364-4797	<a href="mailto:aneeta_nurse@hotmail.com">aneeta_nurse@hotmail.com</a>
PMC PAT	Deb Peterson	609-402-5545	<a href="mailto:princessdeb9662@sol.com">princessdeb9662@sol.com</a>
B hospice	Steph Shields	609-706-1114	<a href="mailto:sshields19@verizon.net">sshields19@verizon.net</a>
CS	Sandy Whitesall	609-805-0157	<a href="mailto:princesslea123@aol.com">princesslea123@aol.com</a>
RMC CarRehab	Donna Meredick	856-265-6515	<a href="mailto:bubbski@comcast.net">bubbski@comcast.net</a>
RMC Cath	Thomas Heinbaugh	856-299-9432	<a href="mailto:tfheinbaugh@comcast.net">tfheinbaugh@comcast.net</a>
Elmer PACU	Bonnie Torpey	856-327-2279	<a href="mailto:bonbontor@msn.com">bonbontor@msn.com</a>
RMC ED	Heidi Diener	856-358-0953	<a href="mailto:mamakats35@comcast.net">mamakats35@comcast.net</a>
Elmer ICU	Barb Slavoff	856-358-2854	<a href="mailto:bjslav@aol.com">bjslav@aol.com</a>
RMC MB	Myrna Lucena	856-362-5742	<a href="mailto:myrnalucena@comcast.net">myrnalucena@comcast.net</a>
RMC SICU	Shana Weisgerber	856-447-0111	<a href="mailto:dinelle66@aol.com">dinelle66@aol.com</a>
RMC TCU/Obs	Michelle Alston-Harrell	856-451-2701	<a href="mailto:malstonharrell@verizon.net">malstonharrell@verizon.net</a>
B dialysis	Erlinda Ventocilla	856-451-3519	<a href="mailto:evc1220@msn.com">evc1220@msn.com</a>
RMC SDS	Pat Queripal	856-451-3897	<a href="mailto:patqrq@yahoo.com">patqrq@yahoo.com</a>
Elmer LDRP	Barb Andrews	856-453-0232	<a href="mailto:bnjandrews@gmail.com">bnjandrews@gmail.com</a>
CS	MaryJane Stephenson	856-455-0445	<a href="mailto:mpoohbear@comcast.net">mpoohbear@comcast.net</a>
Salem	Laura Coleman	856-455-0658	<a href="mailto:Lar17k@aol.com">Lar17k@aol.com</a>
Elmer SDU	Melinda Pierce	856-464-0096	<a href="mailto:mapp354@aol.com">mapp354@aol.com</a>
RMC SDS	Joann Foster	856-468-8253	<a href="mailto:jfoster404@comcast.net">jfoster404@comcast.net</a>
Elmer ED	Susan Seeman	856-478-2196	<a href="mailto:sueseeman@hotmail.com">sueseeman@hotmail.com</a>
Elmer PICU	Wendy Vickers	856-690-9708	<a href="mailto:wendyv930@verizon.net">wendyv930@verizon.net</a>
RMC Med Acute	Maxine Voorhis	856-697-4706	<a href="mailto:maxinern60@verizon.net">maxinern60@verizon.net</a>
RMC L&D	Vicki Asturruzaga	856-935-5310	<a href="mailto:vicki1229@comcast.net">vicki1229@comcast.net</a>
Elmer WCC	Pat Nestor	856-935-5539	<a href="mailto:nursenestor@hotmail.com">nursenestor@hotmail.com</a>



HPAE

110 Kinderkamack Rd.  
Emerson, NJ 07630